

EXHIBIT # 2  
DATE 1/31/2013  
HB HB 231

HB 231 Decoupling Deputy Sheriff Pay from Elected Officials  
Points to Remember

1. In my presentation on HB 231, I gave the impression I wanted to separate Deputy Sheriff compensation from elected officials because I thought the Deputy Sheriffs were too highly paid. This is not true. Elected officials and Deputy Sheriffs are two distinct groups and the market is the best determiner of their value. In Cascade County our Commissioner pay of \$54,000 will not retain talented Commissioners. Since there is little turnover among Deputy Sheriffs, their total compensation appears adequate. Therefore, we need to increase Commissioner pay and not that of the Deputy Sheriffs.
2. Current law limits the compensation of Deputy Sheriffs. Many low population counties cannot retain Deputy Sheriffs because the law prevents the County from paying market value. Hill County is an excellent example (See Representative Kris Hansen). The county hires, trains, and employs the Deputy for two years. Because of the pay ceiling, the Deputy leaves for the Montana Highway Patrol, a more populated county, or another Law Enforcement or Security Agency. In order to attract and retain qualified law enforcement officers, Counties must be allowed to pay market value and not be limited by state law.
3. HB 231 does not affect collective bargaining agreements, shift differential, longevity pay, or any existing agreement or practice. Current Deputy compensation will not change. In the future if the County Compensation Committee approves an increase for elected officials the Deputies will not automatically receive the increase. However, if Commissioners need to raise Deputies pay to attract and retain competent law enforcement personnel, they will have the freedom and authority to act.
4. City police officers' pay is determined by the market and not statute. Why not Deputy Sheriffs?
5. This is a good bill for Deputy Sheriffs.

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